

RD Secy.

NL:PMC

CAT. 1

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
16-CA-22477	January 14, 2003

KK

**INSTRUCTIONS**

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer Bread of Life Inc., d/b/a St. John's Academy		b. Number of workers employed Apx 90
c. Address (street, city, state, ZIP code) 1703 Gray, Houston, TX 77002	d. Employer Representative Ms. Yvette Tarrant	e. Telephone No. 713/650-0595
f. Type of Establishment (factory, mine, wholesaler, etc.) School	g. Identify principal product or service Education	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsection (1) of the National Labor Relations Act, and these unfair labor practices are unfair labor practices affecting commerce within the meaning of the Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)		
<p>Since on or about (b) (6), (b) (7)(C) 2002, the above-named Employer has discriminated against its employee, (b) (6), (b) (7)(C) because (b) (6), (b) (7) engaged in protected concerted activities within the meaning of the Act.</p>		
3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)		
4a. Address (street and number, city, state and ZIP code) (b) (6), (b) (7)(C)	4b. Telephone No. (b) (6), (b) (7)(C)	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)		
6. DECLARATION		
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		
By <u>Bernard L. Middleton</u> Signature of representative or person making charge Bernard L. Middleton		Title Attorney
Address Provost Umphrey Law Firm, L.L.P. 3730 Kirby, Suite 1200 Houston, Texas 77098		Telephone No. 713-523-3636
		Date 01/13/03

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT  
(U.S. CODE, TITLE 18, SECTION 1001)

PK/RC/AE  
UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD #3  
**CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE

Case	Date Filed
16-CA-22530	01/31/03

NCV

**INSTRUCTIONS**

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer Sherwin Williams		b. Number of workers employed 300
c. Address (street, city, state, ZIP code) 2802 West Miller Road Garland, TX 75041	d. Employer Representative George Staves Plant Manager	e. Telephone No. (972) 271-2541 Fax:
f. Type of Establishment (factory, mine, wholesaler, etc.) Manufacturing	g. Identify principal product or service Paint	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		

**2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**

On about (b) (6), (b) (7)(C) 2002, the above-named Employer terminated the employment of (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) concerted protected activities.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

**3. Full name of party filing charge (if labor organization, give full name, including local name and number)**

(b) (6), (b) (7)(C)

**4a. Address (street and number, city, state and ZIP code)**

(b) (6), (b) (7)(C)

**4b. Telephone No.**

(b) (6), (b) (7)(C)

Fax:

**5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)****6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By (b) (6), (b) (7)(C) An Individual (b) (6), (b) (7)(C)

Signature of representative of person making charge (b) (6), (b) (7)(C)

Title

Address

As Above

Telephone No.

As Above

Fax No.

As Above

Date

1-5-02

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT  
(U.S. CODE, TITLE 18, SECTION 1001)



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

FORM EXEMPT UNDER 44 U.S.C. 3512

**DO NOT WRITE IN THIS SPACE**

Case  
16-CA-22555

Date Filed  
2/10/2003

**INSTRUCTIONS**

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

JA

NL/JLA #✓

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer Bellaire Medical Center		b. Number of workers employed approximately 150
c. Address (street, city, state, ZIP code) 5314 Dashwood, Houston, TX 77081	d. Employer Representative Carolyn Washington	e. Telephone No. 713-512-1200 Fax No.
f. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	g. Identify principal product or service Health Care	

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.

**2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**

On or about <sup>3</sup> (b) (6), (b) (7)(C) 2007 the above-named employer suspended (b) (6), (b) (7)(C) because (b) (6), (b) (7)(C) engaged in protected concerted activities for the purpose of mutual aid and protection.

On or about <sup>3</sup> (b) (6), (b) (7)(C) 2007 the above-named employer constructively discharged (b) (6), (b) (7)(C) because (b) (6), (b) (7)(C) engaged in protected concerted activities for the purpose of mutual aid and protection.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

**3. Full name of party filing charge (if labor organization, give full name, including local name and number)**

(b) (6), (b) (7)(C)

**4a. Address (street and number, city, state and ZIP code)**

(b) (6), (b) (7)(C)

**4b. Telephone No.**

(b) (6), (b) (7)(C)

Fax No.

**5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization).****6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

Title an individual

Fax No.

Date

February 10, 2003

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT  
(U.S. CODE, TITLE 18, SECTION 1001)**

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**DO NOT WRITE IN THIS SPACE**

Case  
16-CA-22556

Date Filed  
2/10/2003

JA

**INSTRUCTIONS**

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

NL / JLA #

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer Bellaire Medical Center		b. Number of workers employed approximately 150
c. Address (street, city, state, ZIP code) 5314 Dashwood, Houston, TX 77081	d. Employer Representative Carolyn Washington	e. Telephone No. 713-512-1200 Fax No.
f. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	g. Identify principal product or service Health Care	

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.

**2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**

On or about (b) (6), (b) (7)(C), 2003, the above-named employer terminated the employment of (b) (6), (b) (7)(C) because (b) (6), (b) (7)(C) engaged in protected concerted activities for the purpose of mutual aid and protection.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

**3. Full name of party filing charge (if labor organization, give full name, including local name and number)**

(b) (6), (b) (7)(C)

**4a. Address (street and number, city, state and ZIP code)**

(b) (6), (b) (7)(C)

**4b. Telephone No.**

(b) (6), (b) (7)(C)

Fax No.

(b) (6), (b) (7)(C)

**5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization).****6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

Signature of representative or person making charge (b) (6), (b) (7)(C)

Title an individual

Address

(b) (6), (b) (7)(C)

Telephone No.

(b) (6), (b) (7)(C)

Fax No.

(b) (6), (b) (7)(C)

Date

February 10, 2003

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT  
(U.S. CODE, TITLE 18, SECTION 1001)**



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

RIO Secretary

FORM EXEMPT UNDER 44 U.S.C. 3512

**DO NOT WRITE IN THIS SPACE**

Case

16-CA-22557

Date Filed

2/10/2003

**INSTRUCTIONS**

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

JA  
NL:SLA #2

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer

Bellaire Medical Center

b. Number of workers employed

approximately 150

c. Address (street, city, state, ZIP code)

5314 Dashwood, Houston, TX 77081

d. Employer Representative

Carolyn Washington

e. Telephone No.

713-512-1200

Fax No.

f. Type of Establishment (factory, mine, wholesaler, etc.)

Hospital

g. Identify principal product or service

Health Care

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C) 2003 the above-named employer terminated the employment of (b) (6), (b) (7)(C) because (b) (6), (b) (7)(C) engaged in protected concerted activities for the purpose of mutual aid and protection.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (street and number, city, state and ZIP code)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

Fax No.

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization).

**6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

By

Signature of representative of person making charge

(b) (6), (b) (7)(C)

Title an individual

Address

(b) (6), (b) (7)(C)

Telephone No.

(b) (6), (b) (7)(C)

Fax No.

(b) (6), (b) (7)(C)

Date

February 10, 2003

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**DO NOT WRITE IN THIS SPACE**

Case 16-CA-22558	Date Filed 2/10/2003
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JA

**INSTRUCTIONS**

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

NL/SLA #2

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer Bellaire Medical Center		b. Number of workers employed approximately 150
c. Address (street, city, state, ZIP code) 5314 Dashwood, Houston, TX 77081	d. Employer Representative Carolyn Washington	e. Telephone No. 713-512-1200 Fax No.
f. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	g. Identify principal product or service Health Care	

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.

**2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**

On or about (b) (6), (b) (7)(C), 2002 the above-named employer suspended (b) (6), (b) (7)(C) because (b) (6), (b) (7)(C) engaged in protected concerted activities for the purpose of mutual aid and protection.

On or about (b) (6), (b) (7)(C), 2002 the above-named employer constructively discharged (b) (6), (b) (7)(C) because (b) (6), (b) (7)(C) engaged in protected concerted activities for the purpose of mutual aid and protection.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

**3. Full name of party filing charge (if labor organization, give full name, including local name and number)**

(b) (6), (b) (7)(C)

**4a. Address (street and number, city, state and ZIP code)**

(b) (6), (b) (7)(C)

**4b. Telephone No.**

(b) (6), (b) (7)(C)

Fax No.

(b) (6), (b) (7)(C)

**5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization).****6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By

(b) (6), (b) (7)(C)

Signature of representative or person making charge

(b) (6), (b) (7)(C)

Title an individual

Address

(b) (6), (b) (7)(C)

Telephone No.

(b) (6), (b) (7)(C)

Fax No.

(b) (6), (b) (7)(C)

Date

February 10, 2003

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT  
(U.S. CODE, TITLE 18, SECTION 1001)**



02/14/03

14:25

713 209

(b) (6), (b) (7)(C)

HOUSTON RES OFF

02/14/03 02:45pm P. 001

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FORM NLRB-501

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**NLSLA  
#2

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE

Case

16-CA-22575

Date Filed

2/14/2003

RP/PHM

## INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Clear Lake Rehabilitation Hospital		b. Number of workers employed Approx. 125
c. Address (street, city, state, ZIP code) 655 East Medical Center Blvd. Webster, TX 77598	d. Employer Representative Amy Holliman, Director of Human Resources	e. Telephone No. 205-980-9945 Fax No.
f. Type of Establishment (factory, mine, wholesaler, etc.) Rehabilitation Hospital	g. Identify principal product or service Medical Services	

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Since on or about (b) (6), (b) (7)(C) 2002, the above-named employer reduced the working hours of (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7)(C) protected concerted activities.

On or about (b) (6), (b) (7)(C) 2002, the above-named employer terminated the employment of (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7)(C) protected concerted activities.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

## 3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

## 4a. Address (street and number, city, state and ZIP code)

(b) (6), (b) (7)(C)

## 4b. Telephone No.

(b) (6), (b) (7)(C)

Fax No.

## 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization).

## 6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

By  
Signature  
of

Charge An Individual

Telephone No.

(b) (6), (b) (7)(C)

Fax No.

Date

2/14/03

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT  
(U.S. CODE, TITLE 18, SECTION 1001)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**DO NOT WRITE IN THIS SPACE**

Case

16-CA-22582

Date Filed

2/20/2003

crd

**INSTRUCTIONS**

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer CNC Investments, Inc.		b. Number of workers employed Over 550
c. Address (street, city, state, ZIP code) 4420 FM 1960 West, Ste. 224, Houston, Texas 77068	d. Employer Representative Charlie Yalamanchili	e. Telephone No. 281-444-1585 Fax No. 281-444-1538
f. Type of Establishment (factory, mine, wholesaler, etc.) Real estate	g. Identify principal product or service Apartment leasing	

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.

**2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**

On or about (b) (6), (b) (7)(C) 2003, the above-named employer terminated the employment of (b) (6), (b) (7)(C) in retaliation for protected concerted activity in making complaints about safety conditions.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

**3. Full name of party filing charge (if labor organization, give full name, including local name and number)**

(b) (6), (b) (7)(C)

**4a. Address (street and number, city, state and ZIP code)**

(b) (6), (b) (7)(C)

**4b. Telephone No.**

(b) (6), (b) (7)(C)

Fax No.

**5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization).****6. DECLARATION**

(b) (6), (b) (7)(C) the statements are true to the best of my knowledge and belief.

By

Sig

Address

(b) (6), (b) (7)(C)

Title An Individual

Telephone No.

Fax No.

Date

2/17/03

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER** 2

FORM EXEMPT UNDER 44 U.S.C. 3512

**DO NOT WRITE IN THIS SPACE**

Case  
16-CA-22619

Date Filed  
03/05/03

IO/cmw

**INSTRUCTIONS**

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer <b>Merck Medco</b>		b. Number of workers employed
c. Address (street, city, state, ZIP code) <b>15001 Trinity Blvd., Suite 300 Fort Worth, TX 76155</b>	d. Employer Representative <b>Claudia Orlowski, HR</b>	e. Telephone No. <b>817-685-0861</b>
f. Type of Establishment (factory, mine, wholesaler, etc.) <b>call center</b>	g. Identify principal product or service <b>pharmaceuticals</b>	

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.

**2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**

Since on or about (b) (6), (b) (7)(C) 2003, it through its officers, agents and representatives, has interfered with, restrained and coerced employees of Merck Medco in the exercise of their rights guaranteed in Section 7 of the said Act by interrogating them regarding their union activities.

Since on or about (b) (6), (b) (7)(C) 2003, it through its officers, agents and representatives terminated the employment of (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) membership and activities in behalf of PACE Local 4-208, a labor organization and for engaging in protected concerted activities.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

**3. Full name of party filing charge (if labor organization, give full name, including local name and number)**

(b) (6), (b) (7)(C)

**4a. Address (street and number, city, state and ZIP code)**

(b) (6), (b) (7)(C)

**4b. Telephone No.**

(b) (6), (b) (7)(C)

**Fax No.****5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization.)****6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

**Title Individual****Address**

(b) (6), (b) (7)(C)

**Telephone No.**

(b) (6), (b) (7)(C)

**Fax No.**

(b) (6), (b) (7)(C)

**Date** 2/28/03

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT  
(U.S. CODE, TITLE 18, SECTION 1001)**

UNITED STATES AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

FORM EXEMPT UNDER 44 U.S.C. 3512

**DO NOT WRITE IN THIS SPACE**

Case **CA-16-22637**

Date Filed **11 Mar 03**

io/sm

**INSTRUCTIONS**

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer <b>Historic Menger Hotel</b>		b. Number of workers employed <b>100+</b>
c. Address (street, city, state, ZIP code) <b>204 Alamo Plaza San Antonio, Texas 78205</b>	d. Employer Representative <b>Cherry R. Shannon, Director Human Resources</b>	e. Telephone No. <b>210-223-4361 fax 210-271-3740</b>
f. Type of Establishment (factory, mine, wholesaler, etc.) <b>hotel</b>	g. Identify principal product or service <b>lodging</b>	

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.

**2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**

On **(b) (6), (b) (7)(C)** 2003, it, by its officers, agents and/or representatives discriminated against **(b) (6), (b) (7)(C)** by terminating **(b) (6), (b) (7)(C)** in retaliation for **(b) (6), (b) (7)(C)** protected concerted activity in violation of Section 8(a) (1) of the Act.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

**3. Full name of party filing charge (if labor organization, give full name, including local name and number)**

**(b) (6), (b) (7)(C)**

**4a. Address (street and number, city, state and ZIP code)**

**(b) (6), (b) (7)(C)**

**4b. Telephone No.**

**(b) (6), (b) (7)(C)**

**5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization.)**

**na**

**6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By **(b) (6), (b) (7)(C)**  
Signature of representative or person making charge **(b) (6), (b) (7)(C)**  
Address **same**  
Telephone No. **same**

Title **an individual**

Date **3/7/03.**

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT  
(U.S. CODE, TITLE 18, SECTION 1001)**

**(b) (6), (b) (7)(C)**



FORM NLRB-501

FORM EXEMPT UNDER 44 U.S.C. 3512

 UNITED STATES OF AMERICA  
 NATIONAL LABOR RELATIONS BOARD  
 CHARGE AGAINST EMPLOYER <sup>3</sup>

DO NOT WRITE IN THIS SPACE	
Case 16-CA-22640	Date Filed 03/12/03

## INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer <b>Wal-Mart Stores, Inc.</b>		b. Number of workers employed <b>350</b>
c. Address (street, city, state, ZIP code) <b>3855 Lamar Ave Paris, TX 75460</b>	d. Employer Representative <b>Kim Edwards Hardin Manager</b>	e. Telephone No. <b>903/785-7168</b> Fax No.
f. Type of Establishment (factory, mine, wholesaler, etc.) <b>Retail</b>	g. Identify principal product or service <b>Merchandise</b>	

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of **section 8(a), subsections (1) and (3)** of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

**ATTACHED**

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

**United Food and Commercial Workers International Union, AFL-CIO**

4a. Address (street and number, city, state and ZIP code)

**1775 K Street, NW  
Washington, DC 20006**

4b. Telephone No.

**202/223-3111**

Fax No.

**202/466-1562**

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization).

## 6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By *Patrick M. Flynn*

Signature of representative or person making charge

Address

**1330 Post Oak Blvd, Suite 2995  
Houston, TX 77056-3060**

Title **Attorney**

Telephone No.

**713/861-6163**

Fax No.

**713/222-9114**

Date

*Mar. 12,  
2003*

16-CA-22640  
WAL-MART STORES, INC.  
PARIS, TEXAS  
ATTACHMENT TO  
ULP CHARGE

Since or about (b) (6), (b) (7)(C), 2002, the above-named Employer has placed its employee, (b) (6), (b) (7)(C) under surveillance, while working and on breaks, because of (b) (6), (b) (7)(C) membership in and/or activities on behalf of the Union and/or because (b) (6), (b) (7)(C) engaged in protected concerted activities.

On or about (b) (6), (b) (7)(C), 2003, the above-named Employer terminated its employee, (b) (6), (b) (7)(C), because of (b) (6), (b) (7)(C) membership in and/or support for the Union and/or because (b) (6), (b) (7)(C) engaged in protected concerted activity.

On or about (b) (6), (b) (7)(C) 2003, the above-named Employer issued a day of decision discipline to (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) membership in and/or activities on behalf of the Union and/or because (b) (6), (b) (7)(C) engaged in protected concerted activities.

On or about February 22, 2003, the above-named Employer told employees that they were not allowed to talk to each other on the sales floor unless it was work related.

Since on or about (b) (6), (b) (7)(C), 2003, the above-named Employer has required its employee, (b) (6), (b) (7)(C), to submit a daily written synopsis of (b) (6), (b) (7)(C) work because of (b) (6), (b) (7)(C) membership in and/or activities on behalf of the Union and/or because (b) (6), (b) (7)(C) engaged in protected concerted activities.

Since on or about (b) (6), (b) (7)(C), 2003, the above-named Employer placed its employee, (b) (6), (b) (7)(C), under surveillance while shopping off-duty because of (b) (6), (b) (7)(C) membership in and/or activities on behalf of the Union and/or because (b) (6), (b) (7)(C) engaged in protected concerted activities.



TW/AL  
2

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE	
Case 16-CA-22655	Date Filed 03/18/03

**INSTRUCTIONS**

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer <b>El Conejo Bus Lines, Inc.</b>		b. Number of workers employed
c. Address (street, city, state, ZIP code) <b>3407 W. Davis Avenue, Dallas, TX 75211</b>	d. Employer Representative <b>Jesus Vasquez, Jr. President</b>	e. Telephone No. <b>214-330-5930</b>
f. Type of Establishment (factory, mine, wholesaler, etc.) <b>bus company</b>	g. Identify principal product or service <b>transportation</b>	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)		
<p>Since on or about (b) (6), (b) (7)(C) 2002, the above-named Employer, by its officers, agents, and representatives, has interfered with, restrained, and coerced (b) (6), (b) (7)(C) in the exercise of (b) (6) rights guaranteed in Section 7 of the Act by terminating (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) protected concerted activity.</p> <p>By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.</p>		
3. Full name of party filing charge (if labor organization, give full name, including local name and number)		
(b) (6), (b) (7)(C)		
4a. Address (street and number, city, state and ZIP code)		4b. Telephone No.
(b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)
		Fax No.
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)		
6. DECLARATION		
<p>(b) (6), (b) (7)(C) and that the statements are true to the best of my knowledge and belief</p> <p>By _____ (b) (6), (b) (7)(C) Title An Individual 03 12 03</p> <p>Signature _____</p> <p>Address _____ Telephone No. _____ Fax No. _____ Date _____</p> <p>(b) (6), (b) (7)(C) (b) (6), (b) (7)(C)</p>		

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT  
(U.S. CODE, TITLE 18, SECTION 1001)

SA-1000/AL  
3  
UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
16-CA-22695	03/31/03

IO/AAL

**INSTRUCTIONS**

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer		b. Number of workers employed
<b>Pegasus Schools Inc.</b>		<b>100</b>
c. Address (street, city, state, ZIP code)	d. Employer Representative	e. Telephone No.
<b>896 Robbin Ranch Road Lockhart, Texas 78644</b>	<b>Robert Ellis, Director/Owner</b>	<b>(512) 376-2101 Fax: (512) 398-3040</b>
f. Type of Establishment (factory, mine, wholesaler, etc.)	g. Identify principal product or service	
<b>Counseling Center</b>	<b>Counseling</b>	

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Since on or about six months prior to the filing of this charge and at all times thereafter Pegasus Schools Inc., by its officers, agents, and representatives, discriminated against (b) (6), (b) (7)(C) by discharging (b) (6), (b) (7)(C) because (b) (6), (b) (7)(C) engaged in protected and concerted activity.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

## 3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

## 4b. Telephone No.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

call before sending

fax.

## 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization).

N/A

## 6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Title **Individual**

Signature of representative

Address

Telephone No.

Fax No.

Date

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

call before  
sending fax

3/25/03



UNITED STATES OF AMERICA  
 NATIONAL LABOR RELATIONS BOARD

## CHARGE AGAINST EMPLOYER 1

DO NOT WRITE IN THIS SPACE

Case

16-CA-22705

Date Filed

04/03/03

## INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer United Telephone Company of Texas DBA Sprint Telephone		b. Number of workers employed 250
c. Address (street, city, state, ZIP code) 6200 Sprint Parkway Overland Park, Kansas 66251	d. Employer Representative Bill Stubbs	e. Telephone No. 913-794-1562
f. Type of Establishment (factory, mine, wholesaler, etc.) Telephone Service Provider – Field Office	g. Identify principal product or service Telephone Service Company	

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C) 2003 Bargaining Unit Employee (b) (6), (b) (7)(C) was called to a meeting to discuss work performance as is monitored by the Company's Technician Performance Program under which (b) (6), (b) (7)(C) could be disciplined and/or discharged. Before the meeting began, (b) (6), (b) (7)(C) requested Union Representation and was denied by (b) (6), (b) (7)(C). (b) (6), (b) (7)(C) proceeded with the meeting without providing (b) (6), (b) (7)(C) a Union Representative of any type, and did issue discipline to (b) (6), (b) (7)(C) during that same meeting.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

## 3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Local 20 International Brotherhood of Electrical Workers

4a. Address (street and number, city, state and ZIP code) 7940 Northaven Road, Ste. 1, Dallas, Texas 75230	4b. Telephone No. 214-369-3666, ext 108 214-502-3782 - Cell
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## 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization.)

International Brotherhood of Electrical Workers

## 6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

 By Phillip W. Cruz  
 Signature of representative or person making charge

Title Assistant Business Manager

Address 7940 Northaven Road, Ste. 1, Dallas, Texas 75230	Telephone No. 214-369-3666, ext 108	Date April 3, 2003
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WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT  
 (U.S. CODE, TITLE 18, SECTION 1001)

**INSTRUCTIONS:**

File an original together with four copies and a copy for each additional charged party named in item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Gulf Coast Regional Blood Center		b. Number of workers employed 300+
c. Address (Street, city, state, and ZIP code) 1400 LaConcha Houston TX 77054	d. Employer Representative Bill Teague President and CEO	e. Telephone No. (713)791-6222 Fax No.
f. Type of Establishment (factory, mine, wholesaler, etc.) non-profit organization	g. Identify principal product or service blood center	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act.		

2. **Basis of the Charge** *(set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)*

On about (b) (6), (b) (7)(C) 2003, the above-named Employer through its officers, representatives and agents terminated (b) (6), (b) (7)(C) because (b) (6), (b) (7)(C) engaged in protected concerted activity.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)	
4a. Address (Street and number, city, state, and ZIP code)	4b. Telephone No.
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
	Fax No.
	(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

## 6. DECLARATION

(b) (6), (b) (7)(C) charge and that the statements are true to the best of my knowledge and belief.  
By \_\_\_\_\_ (b) (6), (b) (7)(C) an individual  
\_\_\_\_\_ (Print/type name and title or office, if any)  
Address (b) (6), (b) (7)(C) (fa) (b) (6), (b) (7)(C) 4-11-03  
\_\_\_\_\_  
(Telephone No.) (date)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**

(b) (6), (b) (7)(C)



FORM NLRB-501  
(11-94)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 35

DO NOT WRITE IN THIS SPACE

Case  
16-CA-22732Date Filed  
4/15/2003

## INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer <i>Harbourview Nursing care</i>		b. Number of Workers Employed
c. Address (street, city, State, ZIP, Code) <i>300 Enterprise League City, Texas</i>	d. Employer Representative	e. Telephone No. <i>(281) 334-0894</i> Fax No.
f. Type of Establishment (factory, mine, wholesaler, etc.) <i>Nursing Home</i>	g. Identify Principal Product or Service <i>Health Service</i>	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of Section 8(a), subsections (1) and (list subsections) <i>FAIR LABOR STANDARDS ACT And Any And All</i> of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act. <i>NARPS And Hourly Division Laws</i>		

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices.)

*I was not being paid for hours worked. I was working 9 and 10 hours, but was only being paid for 7.5 hours. I was complaining about my pay, and then all of a sudden one <sup>day</sup> I came to work and I was told that I couldn't work because of my hair and nails. For almost 6 months of working with my hair <sup>and nails</sup> as is and was the day I was sent home without any warning and told to change my hairstyle and cut my nails or don't come back, find another job!*

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name, including local name and number) <i>(b) (6), (b) (7)(C)</i>	
4a. <i>(b) (6), (b) (7)(C)</i>	<i>(b) (6), (b) (7)(C)</i> Fax No.
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) <i>N/A</i>	

## 6. DECLARATION

*(b) (6), (b) (7)(C)* charge and that the statements are true to the best of my knowledge and belief.

g charge)

Fax No.

(Title, if any)

(Telephone No.)

Date



TW/EW  
3

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE	
Case 16-CA-22744	Date Filed 04/22/03

**INSTRUCTIONS**

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT			
a. Name of Employer <b>Vacation Tour and Travel</b>		b. Number of workers employed <b>120</b>	
c. Address (street, city, state, ZIP code) <b>806 W. University Drive Denton, TX 76201</b>		d. Employer Representative <b>Dave Neal</b>	e. Telephone No. <b>940-383-3200</b>
f. Type of Establishment (factory, mine, wholesaler, etc.) <b>Telemarketing</b>		g. Identify principal product or service <b>Vacation Packages</b>	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsection (1) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			
<p>Since on or about (b) (6), (b) (7)(C) 2003, it, through its officers, agents, and representatives, has interfered with, restrained and coerced, and is interfering with, restraining and coercing (b) (6), (b) (7)(C) in the exercise of (b) (6), (b) (7)(C) rights guaranteed in Section 7 of the said Act, by disciplining (b) (6), (b) (7)(C) for (b) (6), (b) (7)(C) protected concerted activity.</p> <p>By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.</p>			
3. Full name of party filing charge (if labor organization, give full name, including local name and number)			
(b) (6), (b) (7)(C)			
4a. Address (street and number, city, state and ZIP code)		4b. Telephone No.	
(b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)	
		Fax No.	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)			
6. DECLARATION			
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.			
By (b) (6), (b) (7)(C)		Title <b>Individual</b>	
Signature of representative of person signing charge		Telephone No.	Fax No.
Address		Date	
(b) (6), (b) (7)(C)		(b) (6), (b) (7)(C) 4/22/03	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT  
(U.S. CODE, TITLE 18, SECTION 1001)



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**DO NOT WRITE IN THIS SPACE**

Case 16-CA-22748 Date Filed April 24, 2003

**INSTRUCTIONS: File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.**

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer United States Postal Service		b. Number of workers employed Approx. 100
c. Address (street, city, state, ZIP code) 7050 Brookhollow West Houston, TX 77040	d. Employer Representative Milton Hellaire	e. Telephone No. 713/983-9682
f. Type of Establishment (factory, mine, wholesaler, etc.) Post Office	g. Identify principal product or service Mail Delivery	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		

**2. Basis of the Charge (be specific as to facts, names, addresses, plants involved, dates, places, etc.)**

Since on or about (b) (6), (b) (7)(C) 2002; (b) (6), (b) (7)(C) 2002; (b) (6), (b) (7)(C) 2002; and (b) (6), (b) (7)(C) 2003 and continuing thereafter, the above-named employer, acting through its agents, representatives, managers and supervisors, has retaliated against (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) protected, concerted activities.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act

Full name of party filing charge (if labor organization, give full name, including local name and number)  
Branch 283 of the National Association of Letter Carriers, AFL-CIO

a. Address (street and number, city, state, and ZIP code) 2414 Broadway, Houston, TX 77012	4b. Telephone No. 713/641-2366
Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) National Association of Letter Carriers, AFL-CIO	

**6. DECLARATION**

**declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.**

by Bruce Fickman Attorney  
(signature of representative or person making charge) (title if any)  
Address 3303 Main, Suite 300 Houston, TX 77002 713/223-4444 4/24/03  
(Telephone No.) (date)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT  
(U. S. CODE, TITLE 18, SECTION 1001)**

To: Janice  
From: Jeanne

APR-28-2003 13:50

SAN ANTONIO RD REGION 16

210 472 6143

P.04/04

FORM NLRB-501

FORM EXEMPT UNDER 44 U.S.C. 3512

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

Case	Date Filed
16-CA-22753	April 28, 2003

## INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director in the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Time Warner Cable	b. Number of workers employed 62
c. Address (street, city, state, ZIP code) 1313 W. Calton Rd. Laredo, Texas 78041	d. Telephone No. (956) 721-0600 Fax No. (956) 721-0612
e. Type of Establishment (factory, mine, wholesaler, etc.) Cable T.V. Service	f. Identify principal product or service Cable T.V. Service

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (2) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Since on or about (b) (6), (b) (7)(C) 2003 Time Warner Cable through its agents, officers, and assigns has discriminated against (b) (6), (b) (7)(C) because of union activity on behalf of Teamsters Local 657. Specifically for being reprimanded and falsely accused of performing union business during working hours.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

## 3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Teamsters Local Union #657

## 4a. Address (street and number, city, state and ZIP code)

8214 Rough Rider  
San Antonio, Texas 78239

## 4b. Telephone No.

(210) 590-2013

Fax No.

(210) 590-4420

## 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization.)

International Brotherhood of Teamsters

## 6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

Name: Pablo V. Cruz

By: Pablo V. Cruz  
Signature of representative or person making charge

Title: Organizer

Address  
8214 Rough Rider  
San Antonio, TX 78239Telephone No.  
(210) 590-2013

Date

4/28/03

Fax No.  
(210) 590-4420WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT  
(U.S. CODE, TITLE 18, SECTION 1001)

TOTAL P.01



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case  
16-CA-22758Date Filed  
4/29/2003

## INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer <b>BREAD OF LIFE INC.</b>		b. Number of Workers Employed <b>100</b>	
c. Address (street, city, State, ZIP, Code) <b>1703 GRAY HOUSTON, TX 77002</b>		d. Employer Representative <b>YVETTE TARRANT</b>	
f. Type of Establishment (factory, mine, wholesaler, etc.) <b>NON PROFIT ORGANIZATION</b>		g. Telephone No. <b>713-659-3237</b>	
e. Identify Principal Product or Service <b>HOMELESS &amp; INDIGENT PEOPLE</b>		Fax No.	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of Section 8(a), subsections (1) and (1st) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.			

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices.)

ON OR ABOUT (b) (6), (b) (7)(C) 2003 THE ABOVE MENTIONED EMPLOYER, by H's officer, REPRESENTATIVE AND AGENTS discipline (b) (6), (b) (7)(C) IN RETALIATION FOR (b) (6), (b) (7)(C) protected concerted activity.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

(b) (6), (b) (7)(C) full name, including local name and number)

(b) (6), (b) (7)(C)

If a labor organization, name of labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

## 6. DECLARATION

(b) (6), (b) (7)(C) and that the statements are true to the best of my knowledge and belief.

By

An Individual  
(Title, if any)

Address

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Date

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

16-CA-22759

Date Filed

4/29/2003

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer

Bread of Life Inc.

b. Number of Workers Employed

100

c. Address (street, city, State, ZIP, Code)

1703 Gray Houston TX

77002

d. Employer Representative

Yvette Tarrant

e. Telephone No.

(713) 659-3237

Fax No.

f. Type of Establishment (factory, mine, wholesaler, etc.)

Non Profit Organization

g. Identify Principal Product or Service

Homeless & Indigent People

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of Section 8(a), subsections (1) and (1st subsection) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices.)

On or about (b) (6), (b) (7)(C) 2003 the above mentioned, employer, by its officer, representative and agents disciplined (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7)(C) protected concerted activity.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

(b) (6), (b) (7)(C)

Including local name and number)

(b) (6), (b) (7)(C)

3. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

An Individual  
(Title, if any)

Address

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Date



FORM EXEMPT UNDER 44 U.S.C. 3512

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
16-CA-22784	May 8, 2003

IO/Sm

**INSTRUCTIONS**

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer Certified Telecommunication Service Inc. <b>FAX # 650 5209</b>	b. Number of workers employed 20 <b>(32+)</b>
c. Address (street, city, state, ZIP code) <del>P.O. Box 204116 Austin, Texas 78720-4116</del> <b>2440 Freedom Dr. S.A. TX 78217</b>	d. Employer Representative Brian Hayes, Project Manager
e. Telephone No. <b>210 650 8891</b> <b>5209</b> <b>210 828 3004</b>	f. Type of Establishment (factory, mine, wholesaler, etc.) Telecommunications
g. Identify principal product or service cable service	

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.

**2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**

On or about **(b) (6), (b) (7)(C)** 2003, it, by its supervisors, agents and/or representatives discriminated against **(b) (6), (b) (7)(C)** by terminating **(b) (6), (b) (7)(C)** in retaliation for **(b) (6), (b) (7)(C)** protected concerted activity in violation of Section 8(a) (1) of the Act.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

**3. Full name of party filing charge (if labor organization, give full name, including local name and number)****(b) (6), (b) (7)(C)****4a. Address (street and number, city, state and ZIP code)****(b) (6), (b) (7)(C)****4b. Telephone No.****(b) (6), (b) (7)(C)****5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization).****6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By **(b) (6), (b) (7)(C)**  
Signature  
Address  
same

Title an individual

Telephone No.  
same **(b) (6), (b) (7)(C)**

Date

**4/30/03**

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT**  
(U.S. CODE, TITLE 18, SECTION 1001)

FORM NLRB-501

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE

Case

16-CA-22785

Date Filed

05/09/03

IO/cmw

## INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer

Sage Telecom, Inc.

b. Number of workers employed

450

c. Address (street, city, state, ZIP code)

805 Central Expwy. South, Suite 100  
Allen, TX 75013

d. Employer Representative

Bryson Mercer, HR Mgr.

e. Telephone No.

214-495-4700

f. Type of Establishment (factory, mine, wholesaler, etc.)

telecommunications

g. Identify principal product or service

telecommunications

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Since on or about April 2003, it, through its officers, agents, and representatives, has interfered with, restrained and coerced employees of Sage Telecom, in the exercise of their rights guaranteed in Section 7 of the Act for engaging in protected concerted activities regarding wages, hours and/or working conditions.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

## 3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4. Address (street and number, city, state and ZIP code)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Fax No.

## 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

(b) (6), (b) (7)(C)

STATEMENT

Statements are true to the best of my knowledge and belief.

By

Signature

Address

Title Individual

Telephone No.

Fax No.

Date

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

05-08-03

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT  
(U.S. CODE, TITLE 18, SECTION 1001)



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 16-CA-22810	Date Filed 05/20/03

INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer <b>Wal-Mart Stores, Inc.</b>		d. Number of workers employed <b>350</b>
c. Address (street, city, state, ZIP code) <b>3855 Lamar Ave Paris, TX 75460</b>	d. Employer Representative <b>Kim Edwards Hardin Manager</b>	e. Telephone No. <b>903/785-7168</b> Fax No.
f. Type of Establishment (factory, mine, wholesaler, etc.) <b>Retail</b>	g. Identify principal product or service <b>Merchandise</b>	

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of **section 8(a), subsections (1) and (3)** of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C) 2003, the above-named Employer constructively discharged it employee, (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) membership in and/or activities on behalf of the Union and/or because (b) (6), (b) (7)(C) engaged in other protected concerted activities.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)  
**United Food and Commercial Workers International Union, AFL-CIO**

4a. Address (street and number, city, state and ZIP code)  
**1775 K Street, NW  
Washington, DC 20006**

4b. Telephone No.  
**202/223-3111**  
Fax No.  
**202/466-1562**

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization).

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By Patrick M. Flynn  
Signature of representative or person making charge  
Address  
**1330 Post Oak Blvd, Suite 2995  
Houston, TX 77056-3060**

Telephone No.  
**713/861-6163**

Title **Attorney**  
Fax No.  
**713/222-9114**

Date **May 20,  
2003**

FORM NLRB-501

FORM EXEMPT UNDER 44 U.S.C. 3512

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
16-CA-22821	May 23, 2003

**INSTRUCTIONS**

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer		b. Number of workers employed
ACORN HOUSING CORP.		@4
c. Address (street, city, state, ZIP code)	d. Employer Representative	e. Telephone No.
704 East 11 <sup>th</sup> 1/2 St. Houston, Texas 77008	Sharon Trotter	713-863-9002
f. Type of Establishment (factory, mine, wholesaler, etc.)	g. Identify principal product or service	
nonprofit corporation	low income housing assistance	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)		
<p>On about (b) (6), (b) (7)(C) 2003, the above named Employer, by its officers, agents, and representatives, terminated employee (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) Union activity.</p> <p>By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.</p>		
3. Full name of party filing charge (if labor organization, give full name, including local name and number)		
(b) (6), (b) (7)(C)		
4a. Address (street and number, city, state and ZIP code)	4b. Telephone No.	
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization).		
6. DECLARATION		
(b) (6), (b) (7)(C) charge and that the statements are true to the best of (b) (6), (b) (7)(C)		
By _____	Title	(b) (6)
Signature of representative of person signing charge		16 May 2003
Address	Telephone No.	Date
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	
Fax No.		

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT  
(U.S. CODE, TITLE 18, SECTION 1001)



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**DO NOT WRITE IN THIS SPACE**

Case

16-CA-22840

Date Filed

6/4/2003

**INSTRUCTIONS**

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer Texas Gulf Coast Medical Group		b. Number of workers employed Approx: 500
c. Address (street, city, state, ZIP code) 1300 Bay Area Blvd Houston, Texas 77058	d. Employer Representative Angie Evens	e. Telephone No. 281-604-1300 Fax No. 281-604-1902
f. Type of Establishment (factory, mine, wholesaler, etc.) Doctor's Office	g. Identify principal product or service Family Practice/ Internal Medicine	

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.

**2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**

On or about (b) (6), (b) (7)(C) 2003, the above-referenced Employer terminated (b) (6), (b) (7)(C) for having been engaged in protected concerted activities.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

**3. Full name of party filing charge (if labor organization, give full name, including local name and number)**

(b) (6), (b) (7)(C)

**4a. Address (street and number, city, state and ZIP code)**

(b) (6), (b) (7)(C)

**4b. Telephone No.**

(b) (6), (b) (7)(C)

Fax No.

**5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization.)**

N/A

**6. DECLARATION**

(b) (6), (b) (7)(C)

charge and that the statements are true to the best of my knowledge and belief.

By ☒

Signature of representative of person making charge

(b) (6), (b) (7)(C)

Title An Individual

Address

(b) (6), (b) (7)(C)

Telephone No.

(b) (6), (b) (7)(C)

Fax No.

Date

June 4, 2003

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case 16-CA-22859

Date Filed 06/10/03

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Herzog Transit Services		b. Number of Workers Employed 50 +
c. Address (street, city, State, ZIP, Code) 4801 Rock Island Road Irving, TX 75060	d. Employer Representative Robert Smith	e. Telephone No. (972) 790-9606 Fax No. (972) 790-2324
f. Type of Establishment (factory, mine, wholesaler, etc.) Passenger Railroad		g. Identify Principal Product or Service Commuter Transit
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of Section 8(a), subsections (1) and (1st subsections) 8 (a) (3) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices.)

- (b) (6), (b) (7)(C) has been one of the main organizers for United Transportation Union on the employer's property. (b) (6), (b) (7)(C) activities have been open and known to the employer.
- (b) (6), (b) (7)(C) has also been one of the acting local union representatives for United Transportation Union (b) (6), (b) (7)(C)
- On (b) (6), (b) (7)(C), 2003 (b) (6), (b) (7)(C) operated a train through a crossing which was reportedly malfunctioning. (b) (6), (b) (7)(C) properly stopped (b) (6), (b) (7)(C) train short of the crossing and had the conductor flag the intersection, after which (b) (6), (b) (7)(C) safely proceeded.
- Despite using proper procedure, (b) (6), (b) (7)(C) was removed from service, suspended, subjected to a drug screen, and had (b) (6), (b) (7)(C) engineer's license suspended by the employer for allegedly improperly proceeding through the crossing. The conductor on the train was not suspended or subjected to a drug test. The person who reported (b) (6), (b) (7)(C) is opposed to United Transportation Union and is one of the parties responsible for the filing of the May 28, 2003 decertification petition.
- (b) (6), (b) (7)(C) was disciplined more harshly and discriminated against due to (b) (6), (b) (7)(C) union activities in violation of Section 8 (a) (1) and (3) of the Act.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number) United Transportation Union	
4a. Address (street and number, city, State, and ZIP Code) 14600 Detroit Avenue Cleveland, Ohio 44107	4b. Telephone No. (216) 228-9400 Fax No. (216) 228-0937
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filed in when charge is filed by a labor organization) United Transportation Union	

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By   
(Signature of representative or person making charge)

Associate General Counsel

(Title, if any)

Fax No. (216) 228-0937

(216) 228-9400

(Telephone No.)

June 6, 2003

Date

Address 14600 Detroit Ave., Cleveland, Ohio 44107



To: Janice  
From: Jeanne

FORM EXEMPT UNDER 44 U.S.C. 3512

INTERNET  
FORM 1001-301  
1-80UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYERDO NOT WRITE IN THIS SPACE  
Case 16-CA-22865 Date Filed Jun 10, 2003

## INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer FAMILY MEDICAL CENTER OF GEORGETOWN		b. Number of Workers Employed Approx. 22
c. Address (street, city, State, ZIP, Code) 1231 Leander Rd. Georgetown, TX 78628	d. Employer Representative Murray A. Snook, MD PA	e. Telephone No. 512.868.0901 Fax No.
f. Type of Establishment (factory, mine, wholesaler, etc.) Health Care Provider	g. Identify Principal Product or Service Health care	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of Section 8(a), subsections (1) and (1st subsections) (1) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices.)

Within the period of six months prior to the filing of this charge the above named employer interfered with, restrained, and coerced employees in the exercise of rights protected by the Act by enforcing an unlawful policy prohibiting employees from discussing wages and/or regarding their protected rights. -- 8(a)(1)

Within the period of six months prior to the filing of this charge the above named employer interfered with, restrained, and coerced employees in the exercise of rights protected by the Act by discharging employee (b) (6), (b) (7)(C) in reprisal for the exercise of protected activities. -- 8(a)(1)

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

## 3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

## 4a. Address (street and number, city, State, and ZIP Code)

(b) (6), (b) (7)(C)

## 4b. Telephone No.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

## 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

N/A

## 6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By Lisa Smith, on behalf of David Van Os  
(Signature of representative of person making charge)

David Van Os, Attorney

(Title, if any)

Fax No. 210.225.1966

210.225.1955

June 10, 2003

Address 1606 N. Alamo Street, San Antonio, TX 78215

(Telephone No.)

Date

UNITED STATES OF AMERICA  
 NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE

Case 16-CA-22883	Date Filed 06/23/03
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NCV

**INSTRUCTIONS**

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer Roger Bullivent of Texas		b. Number of workers employed 50
c. Address (street, city, state, ZIP code) 2706 Hardrock Road Grand Prairie, TX 75050	d. Employer Representative Bob Pierry President	e. Telephone No. (972)642-7272 Fax: (972)642-6886
f. Type of Establishment (factory, mine, wholesaler, etc.) Construction	g. Identify principal product or service Foundation Repair	

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsection (1) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.

**2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**

On about (b) (6), (b) (7)(C) 2003, the above-named Employer terminated employee (b) (6), (b) (7)(C) because of (b) (6) protected concerted activities.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

**3. Full name of party filing charge (if labor organization, give full name, including local name and number)**

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

 Telephone No.  
(b) (6), (b) (7)(C)  
Fax

4. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization).

**5. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By X  
Signature

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

An Individual  
TheAddress  
As Above
 Telephone No.  
As Above  
Fax No.  
As Above

 Date  
June 23, 2003

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT  
(U.S. CODE, TITLE 18, SECTION 1001)



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**DO NOT WRITE IN THIS SPACE**

Case 16-CA-22926	Date Filed 7/11/2003
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crd

**INSTRUCTIONS**

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer Martin Luther King Jr. Community Center		b. Number of workers employed About 8
c. Address (street, city, state, ZIP code) 2720 Samson, Houston, Texas 77004	d. Employer Representative Madgeler Bush, Executive Director	e. Telephone No. 713-659-7704 Fax No.
f. Type of Establishment (factory, mine, wholesaler, etc.) Community center	g. Identify principal product or service Crisis center	

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.

**2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**

On (b) (6), (b) (7)(C) 2003, the employer terminated the employment of (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7)(C) protected concerted activities.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

**3. Full name of party filing charge (if labor organization, give full name, including local name and number)**

(b) (6), (b) (7)(C)

**4a. Address (street and number, city, state and ZIP code)**

(b) (6), (b) (7)(C)

**4b. Telephone No.**

(b) (6), (b) (7)(C)

Fax No.

**5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization.)****6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

By (b) (6), (b) (7)(C) Title An Individual

Signature (b) (6), (b) (7)(C)

Address (b) (6), (b) (7)(C) Telephone No. (b) (6), (b) (7)(C) Fax No. Date

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT  
(U.S. CODE, TITLE 18, SECTION 1001)**

To: Janice  
From: Jeanine

FORM NLRB-501

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

FORM EXEMPT UNDER 44 U.S.C. 3512

**DO NOT WRITE IN THIS SPACE**

Case

Date Filed

16-CA-22950

July 22, 2003

lo/sm

**INSTRUCTIONS**

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer Tech Systems Inc.		b. Number of workers employed 30
c. Address (street, city, state, ZIP code) 6806 Tammy Court Bethesda, MD 20817	d. Employer Representative Mr. Sniederman Karen Walker	e. Telephone No. 301-469-7762 fax 888-788-4169
f. Type of Establishment (factory, mine, wholesaler, etc.) government subcontractor	g. Identify principal product or service alteration services	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		

**2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**

On or about (b) (6), (b) (7)(C), 2003, it, by its officers, agents and/or representatives, discriminated against (b) (6), (b) (7)(C) by terminating (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7)(C) protected concerted activity in violation of Section 8(a) (1) of the Act.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

**3. Full name of party filing charge (if labor organization, give full name, including local name and number)**

(b) (6), (b) (7)(C)

**4a. Address (street and number, city, state and ZIP code)**

(b) (6), (b) (7)(C)

**4b. Telephone No.**

(b) (6), (b) (7)(C)

**5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization.)**

na

**6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By (b) (6), (b) (7)(C)

Title an individual

Signature of representative of person making charge (b) (6), (b) (7)(C)

Address

Telephone No.

Date

same as above (b) (6), (b) (7)(C)

sam (b) (6), (b) (7)(C)

7-19-03

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT  
(U.S. CODE, TITLE 18, SECTION 1001)**



To: Janice

From: Seanine

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

(formerly 16-CA-22957)

DO NOT WRITE IN THIS SPACE

Case 4-CA-22317

Date Filed

Jul 23, 2003

## INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer United States Postal Service		b. Number of Workers Employed 10,000
c. Address (street, city, State, ZIP, Code) 1 Post Office Dr. San Antonio, TX 78284-9997	d. Employer Representative Jeffery Claye, Manager Labor Relations	e. Telephone No. 210-368-1628 Fax No.
f. Type of Establishment (factory, mine, wholesaler, etc.) U.S. Mail	g. Identify Principal Product or Service Processing and delivery of U.S. Mail	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of Section 8(a), subsections (1) and (2) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices.)

On July 10, 2003, Tour 1, (b) (6), (b) (7)(C) walked in the Steward Office (Plant) and ordered all of the stewards there to return to the workroom floor. The union contends management is retaliating against the union stewards for filing grievances on management performing bargaining-unit work. There has been other incidents that have occurred since July 10, 2003. Management has refused to allow stewards to perform their duties by not allowing them stewards time. Management walked out one of our stewards July 12, 2003. On the evening of July 10, 2003 (b) (6), (b) (7)(C) informed (b) (6), (b) (7)(C) to leave the postal premises. Management is interfering with our rights guaranteed under our Collective Bargaining Agreement and National Labor Relations Act.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

## 3. Full name of party filing charge (if labor organization, give full name, including local name and number)

San Antonio Alamo Area Local Union, 0195

## 4a. Address (street and number, city, State, and ZIP Code)

812 S. Presa St. San Antonio, TX 78210

## 4b. Telephone No.

210-271-0853

## Fax No.

210-224-6221

## 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

American Postal Workers Union, AFL-CIO

## 6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By   
(Signature of representative or person making charge)

President

(Title, if any)

Fax No. 210-224-6221

210-271-0853

(Telephone No.)

July 17, 2003

Date

Address 812 S. Presa St. San Antonio, TX 78210

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**DO NOT WRITE IN THIS SPACE**

Case

16-CA-22964

Date Filed

7/28/2003

crd

**INSTRUCTIONS**

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer Patrick O'Connor and Associates		b. Number of workers employed About 150
c. Address (street, city, state, ZIP code) 2000 North Loop West, Suite 110, Houston, Texas 77018	d. Employer Representative Patrick O'Connor, President	e. Telephone No. 713-686-9955 Fax No.
f. Type of Establishment (factory, mine, wholesaler, etc.) Real estate	g. Identify principal product or service Sale/lease of commercial and residential real estate <b>PROPERTY TAX Department</b>	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)		
<p>On about (b) (6), (b) (7)(C) 2003, the employer terminated the employment of (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) protected concerted activities.</p> <p>By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.</p>		
3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)		
4a. Address (street and number, city, state and ZIP code) (b) (6), (b) (7)(C)	4b. Telephone No. (b) (6), (b) (7)(C) Fax No.	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization).		
6. DECLARATION		
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		
By <input checked="" type="checkbox"/> (b) (6), (b) (7)(C)		Title An Individual
Signature of representative or person making charge (b) (6), (b) (7)(C)		Fax No.
Address (b) (6), (b) (7)(C)		Date <input checked="" type="checkbox"/> June 20, 2003
Telephone No. (b) (6), (b) (7)(C)		

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT  
(U.S. CODE, TITLE 18, SECTION 1001)**



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UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

<b>DO NOT WRITE IN THIS SPACE</b>	
Case 16-CA-22970	Date Filed 07/28/03

**INSTRUCTIONS**

File an original and 4 copies of this charge with NLRB Regional Director for to/lmr the region in which the alleged unfair labor practice occurred or is occurring.

<b>1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT</b>			
a. Name of Employer <b>Ford Motor Company</b>		b. Number of workers employed <b>approx. 60</b>	
c. Address (street, city, state, ZIP code) <b>4750 Liberty Way, Fort Worth, TX 76178</b>		d. Employer Representative <b>Jay Michelski</b>	e. Telephone No. <b>682/831-2332 or 682/831-2304</b>
f. Type of Establishment (factory, mine, wholesaler, etc.) <b>factory</b>		g. Identify principal product or service <b>automobile parts</b>	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			
<p>On about (b) (6), (b) (7)(C) 2003, the company discriminated against (b) (6), (b) (7)(C) by not allowing (b) (6), (b) (7)(C) to keep (b) (6), (b) (7)(C) janitor job when (b) (6), (b) (7)(C) transferred to the Alliance facility and by allowing other employees to retain their positions and by settling (b) (6), (b) (7)(C) grievance by not allowing (b) (6), (b) (7)(C) to keep (b) (6), (b) (7)(C) day-shift (b) (6), (b) (7)(C) position because of (b) (6), (b) (7)(C) membership in the UAW.</p> <p>By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.</p>			
3. Full name of party filing charge (if labor organization, give full name, including local name and number)			
(b) (6), (b) (7)(C)			
4a. Address (street and number, city, state and ZIP code)			4b. Telephone No.
(b) (6), (b) (7)(C)			(b) (6), (b) (7)(C)
			Fax No.
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization).			
6. DECLARATION			
I, (b) (6), (b) (7)(C), declare that the statements are true to the best of my knowledge and belief.			
By Sign Address	(b) (6), (b) (7)(C)	Title an individual	Date 7/28/03
Same	Same	Same	Same

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT  
(U.S. CODE, TITLE 18, SECTION 1001)



FORM NLRB-501

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

FORM EXEMPT UNDER 44 U.S.C. 3512

**DO NOT WRITE IN THIS SPACE**

Case

Date Filed

16-CA-22983

August 6, 2003

JA

**INSTRUCTIONS**

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer Kelly Engineering Resources AND Dow Chemical, joint Employers		b. Number of workers employed about 100
c. Address (street, city, state, ZIP code) 400 W. Sam Houston Pkwy. S., Houston, TX 77042 (both Employers)	d. Employer Representative Kelly: Eric Wilkinson Dow: David Teague	e. Telephone No. Kelly: 713-978-3888 Dow: 713-978-2971 Fax No. Kelly: 713-978-3540
f. Type of Establishment (factory, mine, wholesaler, etc.) Kelly: Employment Agency Dow: Chemical manufacturing	g. Identify principal product or service Kelly: Employment agency Dow: Petrochemical	

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.

**2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**

On or about (b) (6), (b) (7)(C), 2003, the above named employers terminated the employment of (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) having engaged in concerted activities for the purpose of mutual aid and protection.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

**3. Full name of party filing charge (if labor organization, give full name, including local name and number)**

(b) (6), (b) (7)(C)

**4a. Address (street and number, city, state and ZIP code)**

(b) (6), (b) (7)(C)

**4b. Telephone No.**

(b) (6), (b) (7)(C)

Fax No.

**5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization.)****6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By

(b) (6), (b) (7)(C)

Title an individual

Signature of representative or person making charge

(b) (6), (b) (7)(C)

Address

(b) (6), (b) (7)(C)

Telephone No.

(b) (6), (b) (7)(C)

Fax No.

Date 08/06/03

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT  
(U.S. CODE, TITLE 18, SECTION 1001)**



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

RD Sec

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE

Case  
16-CA-22990Date Filed  
8/11/2003

## INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Vortex Electrical Systems, Inc.		b. Number of workers employed 6
c. Address (street, city, state, ZIP code) 8019 W.F.M. 517 Dickinson, Tx. 77539	d. Employer Representative Brian Wainwright	e. Telephone No. 281/337-7776
f. Type of Establishment (factory, mine, wholesaler, etc.) Contractor	g. Identify principal product or service Electrical Construction	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)		

The above named Employer, through its representatives, agents or officers, on or about (b) (6), (b) (7)(C), 2003, terminated (b) (6), (b) (7)(C) because of (b) (6), (b) (7) Union affiliation and activities.

By the above and other acts, the above named employer has interfered with, restrained and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act

3. Full name of party filing charge (if labor organization, give full name, including local name and number) International Brotherhood of Electrical Workers, Local Union 479	
4a. Address (street and number, city, state, and ZIP code) P.O. Box 29 Beaumont, Tx. 77704	4b. Telephone No. 409/833-8252
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) International Brotherhood of Electrical Workers, AFL-CIO	

## 6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By <u>[Signature]</u> (signature of representative or person making charge)	L.U. 479 Organizer (title if any)
Address <u>P.O. Box 29, Beaumont, Tx. 77704</u>	<u>409/833-8252</u> <u>8/7/2003</u> (Telephone No.) (date)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
PHM CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case  
16-CA-22999Date Filed  
8/13/2003

## INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Sanderson Farm, Inc.		b. Number of workers employed 800
c. Address (Street, city, state, and ZIP code) 701 Captial Parkway Bryan TX 77803	d. Employer Representative Randy Pettus Division Manager	e. Telephone No. (979)778-5730 Fax No.
f. Type of Establishment (factory, mine, wholesaler, etc.) egg processing facility	g. Identify principal product or service egg processing facility	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act.		

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On about (b) (6), (b) (7)(C), 2003, the above-named Employer, by its officers, representatives, and agents, terminated its employee (b) (6), (b) (7)(C) because (b) (6), (b) (7)(C) engaged in protected concerted activities and union activities.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

Fax No.

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

## 6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)

An Individual

(signature of representative or person making charge)

(b) (6), (b) (7)(C) (type name and title or office, if any)

Address (b) (6), (b) (7)(C)

(fa

(Telephone No.)

(date)

✓ 8/8/03

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE	
Case 16-CA-23034	Date Filed 08/22/03

IO/EPM

**INSTRUCTIONS**

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer <b>CONSTAR PLASTICS</b>		b. Number of workers employed
c. Address (street, city, state, ZIP code) <b>2210 St. Germain, Dallas, TX</b>	d. Employer Representative <b>Javier Guerra, Assistant Plant Manager</b>	e. Telephone No. <b>(214) 688-0714</b>
f. Type of Establishment (factory, mine, wholesaler, etc.) <b>factory</b>	g. Identify principal product or service <b>plastic containers</b>	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (1) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)		
<p>Since on or about (b) (6), (b) (7)(C) 2003, it, by its officers, agents and representatives, interfered with, restrained and coerced and is interfering with, restraining and coercing (b) (6), (b) (7)(C) in the exercise of (b) (6) rights guaranteed in Section 7 of the Act by terminating (b) (6), (b) (7)(C) employment because (b) (6) engaged in protected, concerted activity.</p> <p>By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.</p>		
3. Full name of party filing charge (if labor organization, give full name, including local name and number)		
(b) (6), (b) (7)(C)		
4a. Address (street and number, city, state and ZIP code)		4b. Telephone No.
(b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)
		Fax No.
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization).		
6. DECLARATION		
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		
(b) (6), (b) (7)(C)		
By Signature of representative of person signing charge Address	(b) (6), (b) (7)(C)	Title <b>an individual</b>
(b) (6), (b) (7)(C)	Telephone No. (b) (6), (b) (7)(C)	Fax No. Date <b>8-19-03</b>

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT  
(U.S. CODE, TITLE 18, SECTION 1001)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case  
16-CA-23037Date Filed  
8/26/2003

## INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Astrodome Denny's Inc.		b. Number of workers employed about 60
c. Address (Street, city, state, and ZIP code) 3332 South Loop West Houston TX 77025	d. Employer Representative Erika Kindle General Manager	e. Telephone No. (713)666-0999 Fax No.
f. Type of Establishment (factory, mine, wholesaler, etc.) restaurant	g. Identify principal product or service restaurant	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act.		

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On about (b) (6), (b) (7)(C) 2003, the above-named Employer, by its officers, representatives, and agents, terminated its employee (b) (6), (b) (7)(C) because (b) (6), (b) (7)(C) engaged in protected concerted activity.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

## 3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

## 4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

## 4b. Telephone No.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

## 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) N/A

## 6. DECLARATION

charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

An Individual

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) (date/type name and title or office, if any)

By

Address

(b) (6), (b) (7)(C)

(fax)

(b) (6), (b) (7)(C)

(Telephone No.)

8/22/03  
(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

(b) (6), (b) (7)(C)



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case 16-CA-23074

Date Filed 09/10/03

## INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer UNITED STATES POSTAL SERVICE		b. Number of Workers Employed APPX. 500
c. Address (street, city, State, ZIP, Code) 430 W. STATE HWY 6 WACO TEXAS	d. Employer Representative (b) (6), (b) (7)(C)	e. Telephone No. 254 399-2266 Fax No.
f. Type of Establishment (factory, mine, wholesaler, etc.) POSTAL SERVICE		g. Identify Principal Product or Service MAIL-PROCESSING
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of Section 8(a), subsections (1) and (1st) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices.)

THE EMPLOYER BY ITS OFFICERS, AGENTS AND REPRESENTATIVES, SPECIFICALLY ONE (b) (6), (b) (7)(C) HAS INTERFERED WITH, RESTRAINED AND COERCED THE AMERICAN POSTAL WORKERS UNION AFL-CIO IN THE EXERCISE OF THEIR RIGHTS GUARANTEED UNDER THE NATIONAL LABOR RELATIONS ACT. ON OR ABOUT 03 (b) (6), (b) (7)(C), THE (b) (6), (b) (7)(C) FOR THE WACO TEXAS FACILITY CALLED (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) AND (b) (6), (b) (7)(C) INTO (b) (6), (b) (7)(C) OFFICE CONCERNING AN ARGUMENT WHICH OCCURED BETWEEN THE TWO EMPLOYEES. (b) (6), (b) (7)(C) REQUESTED UNION REPRESENTATION BECAUSE (b) (6), (b) (7)(C) FEARED DISCIPLINE MAY HAVE BEEN FORTHCOMING. (b) (6), (b) (7)(C) DENIED (b) (6), (b) (7)(C) REQUEST. THE AMERICAN POSTAL WORKERS CONTENDS AND MAINTAINS THAT (b) (6), (b) (7)(C) HAS VIOLATED THE EMPLOYEES RIGHTS REGARDING WEINGARTEN PURSUANT TO 420 U.S. 251 NLRB V. WEINGARTEN 1975 US SUPREME COURT.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

## 3. Full name of party filing charge (if labor organization, give full name, including local name and number)

AMERICAN POSTAL WORKERS UNION AFL-CIO LOCAL # 739

## 4a. Address (street and number, city, State, and ZIP Code)

PO BOX 21212  
WACO TEXAS 76702

## 4b. Telephone No.

254 751-0661

Fax No.

## 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

AMERICAN POSTAL WORKERS UNION

## 6. DECLARATION

that the statements are true to the best of my knowledge and belief.

By

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(Title, if any)

Address

(b) (6), (b) (7)(C)

Fax No.

(b) (6), (b) (7)(C)

9-6-03

(Telephone No.)

Date



FORM NLRB-501

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE

Case	Date Filed
16-CA-23121	10/01/03

## INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT			
a. Name of Employer <b>Valor Jewelers Telecom</b>		b. Number of workers employed <b>1200</b>	
c. Address (street, city, state, ZIP code) <b>1825 Robinson Road No. 5 Oaklawn Village Texarkana, Texas 75501</b>		d. Employer Representative <b>Erv Guzman</b>	e. Telephone No. <b>903-255-2526</b>
f. Type of Establishment (factory, mine, wholesaler, etc.) <b>Telephone Company</b>		g. Identify principal product or service <b>Call Center</b>	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			
On or about (b) (6), (b) (7)(C) 2003, the above-named Employer through its representative (b) (6), (b) (7)(C) threatened and coerced its employee (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) union affiliation and activities.			
On or about (b) (6), (b) (7)(C) 2003, the above-named Employer through its representative (b) (6), (b) (7)(C) issued (b) (6), (b) (7)(C) a discipline because of (b) (6), (b) (7)(C) union affiliation and activities.			
By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.			
3. Full name of party filing charge (if labor organization, give full name, including local name and number)			
(b) (6), (b) (7)(C)			
City, state and ZIP code		Telephone No.	
(b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)	
Fax No.		(b) (6), (b) (7)(C)	
4. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)			
Communication Workers of America, Local 6171			
6. DECLARATION			
I, (b) (6), (b) (7)(C), declare that the statements are true to the best of my knowledge and belief.			
By	(b) (6), (b) (7)(C)	Title	(b) (6), (b) (7)(C)
Signature	(b) (6), (b) (7)(C)	Telephone No.	(b) (6), (b) (7)(C)
Address	(b) (6), (b) (7)(C)	Fax No.	(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	Date	October 1, 2003

FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT  
(U.S. CODE, TITLE 18, SECTION 1001)



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**DO NOT WRITE IN THIS SPACE**

Case

16-CA-23122

Date Filed

10/01/03

**INSTRUCTIONS**

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer <b>Texas Instruments, Inc.</b>		b. Number of workers employed <b>@13,000</b>
c. Address (street, city, state, ZIP code) <b>6550 Chase Oaks Blvd. Plano, Texas 75023</b>	d. Employer Representative <b>Larry Sherrell, HR Mgr.</b>	e. Telephone No.
f. Type of Establishment (factory, mine, wholesaler, etc.) <b>engineering facility</b>	g. Identify principal product or service <b>semiconductor</b>	

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On (b) (6), (b) (7)(C), 2003, the above named Employer, by its officers, agents, and representatives, terminated employee (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) protected and concerted activity.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (street and number, city, state and ZIP code)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

Fax No.

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization).

N/a

**6. DECLARATION**

I declare and that the statements are true to the best of my knowledge and belief.

By  
Signature of  
Address

(b) (6), (b) (7)(C)

Title

Telephone No.

(b) (6), (b) (7)(C)

Fax No.

Date

X 9/25/03

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT  
(U.S. CODE, TITLE 18, SECTION 1001)**

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE	
Case 16-CA-23135	Date Filed 10/07/03

IO/EPM

**INSTRUCTIONS**

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer <b>Packaging Company of America</b>		b. Number of workers employed
c. Address (street, city, state, ZIP code) <b>1001 113th Street, Arlington, TX 76011</b>	d. Employer Representative <b>Thomas McIntire</b>	e. Telephone No. <b>(817) 640-1888</b>
f. Type of Establishment (factory, mine, wholesaler, etc.) <b>factory</b>	g. Identify principal product or service <b>cardboard boxes</b>	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)		

Since on or about (b) (6), (b) (7)(C), 2003, it, by its officers, agents and representatives, interfered with, restrained and coerced and is interfering with, restraining and coercing (b) (6), (b) (7)(C) in the exercise of (b) (6), (b) (7)(C) rights guaranteed in Section 7 of the Act by failing to provide (b) (6), (b) (7)(C) with union representation during an investigatory interview that (b) (6), (b) (7)(C) suspected would result in disciplinary action.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

## 3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

## 4a. Address (street and number, city, state and ZIP code)

(b) (6), (b) (7)(C)

## 4b. Telephone No.

(b) (6), (b) (7)(C)

## Fax No.

## 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization.)

## 6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By (b) (6), (b) (7)(C)

Signature  
Address

Charge (b) (6), (b) (7)(C)

Title an individual

Telephone No.

Fax No.

Date 10-6-03

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT  
(U.S. CODE, TITLE 18, SECTION 1001)



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

MK  
JA  
3

INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer American K-9 Interdiction		b. Number of workers employed unknown
c. Address (Street, city, state, and ZIP code) 1325 Poindexter Street Chesapeake, VA 23324	d. Employer Representative Owen Williams President	e. Telephone No. (757)494-8870 Fax No. (757)494-8872
	f. Type of Establishment (factory, mine, wholesaler, etc.) military subcontractor	
g. Identify principal product or service training military dogs		
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)  On or about (b) (6), (b) (7)(C) 2003 the above named employer unlawfully discharged (b) (6), (b) (7)(C) for engaging in protected, concerted activity.		
By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.		
3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)		
4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)		4b. Telephone No. (b) (6), (b) (7)(C) Fax No.
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)		
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. By (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) An Individual (Signature of representative of person making charge) (Name and title or office, if any) (fax) _____ Address same as 4(a) _____ 10/14/03 (Telephone No.) _____ (date)		

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
phm **CHARGE AGAINST EMPLOYER****DO NOT WRITE IN THIS SPACE**Case  
16-CA-23196Date Filed  
10/29/03**INSTRUCTIONS:**

File an original together with four copies and a copy for each additional charged party named in item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer Cardon Healthcare Network		b. Number of workers employed 50
c. Address (Street, city, state, and ZIP code) 25231 Grogan's Mills Road, Ste. 100 The Woodlands, TX 77380	d. Employer Representative Jim Saunders Asst. Vice President of Operations	e. Telephone No. (281)296-8911 Fax No. (281)296-0246
f. Type of Establishment (factory, mine, wholesaler, etc.)	g. Identify principal product or service	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act.		

**2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**

On about (b) (6), (b) (7)(C), 2003, the above-named Employer, by its representatives, officers, and agents terminated its employee (b) (6), (b) (7)(C) because (b) (6), engaged in protected concerted activity.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

**3. Full name of party filing charge (if labor organization, give full name, including local name and number)**

(b) (6), (b) (7)(C)

**4a. Address (Street and number, city, state, and ZIP code)**

(b) (6), (b) (7)(C)

**4b. Telephone No.**

(b) (6), (b) (7)(C)

Fax No.

**5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)****6. DECLARATION**

I, (b) (6), (b) (7)(C), do hereby charge and that the statements are true to the best of my knowledge and belief.  
By \_\_\_\_\_ (b) (6), (b) (7)(C) An Individual  
(signature of representative or person making charge) (Print/type name and title or office, if any)  
(b) (6), (b) (7)(C) (b) (6), (b) (7)(C) 10-24-03  
Address \_\_\_\_\_ (fax) \_\_\_\_\_ (date)  
(Telephone No.) \_\_\_\_\_

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

(b) (6), (b) (7)(C)



FORM NLRB-501  
(11-98)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

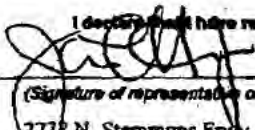
FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE

Case  
16-CA-23207Date Filed  
11/04/03

## INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer <b>Vistar</b>	b. Number of Worksite Employed	
c. Address (street, city, State, ZIP Code) <b>5225 Investment Drive Dallas, TX 75236</b>	d. Employer Representative <b>Mike Webber Operations Manager</b>	e. Telephone No.  Fax No. <b>972-780-1247</b>
f. Type of Establishment (factory, mine, wholesaler, etc.) <b>Food Delivery</b>	g. Identify Principal Product or Service <b>Food</b>	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of Section 8(a), subsections (1) and (2) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices.)  Since on or about (b) (6), (b) (7)(C) 2003, the above named employer has discriminated against its employee (b) (6), (b) (7)(C) by disciplining (b) (6), (b) (7)(C) and threatening (b) (6), (b) (7)(C) with discharge as a result of (b) (6), (b) (7)(C) activities on behalf of below named labor organization.		
By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.		
3. Full name of party filing charge (if labor organization, give full name, including local name and number) <b>General Drivers, Warehousemen and Helpers Local Union 745</b>		
4a. Address (street and number, city, State, and ZIP Code) <b>1007 Jonelle Street, Dallas, Texas, 75217</b>	4b. Telephone No. <b>214/398-0661</b> Fax No. <b>214/398-3216</b>	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filed in when charge is filed by a labor organization) <b>International Brotherhood of Teamsters</b>		
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. By  (Signature of representative or person making charge) James L. Hicks, Jr., Attorney 2777 N. Stemmons Freeway, Suite 1100, Dallas, Texas, 75207-2284 Fax No. <b>214/630-9286</b> <b>214/630-8621</b> (Telephone No.) Date		

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

**DO NOT WRITE IN THIS SPACE**

Case 16-CA-23221	Date Filed 11/12/2003
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**INSTRUCTIONS**

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer The Diamond Group		b. Number of workers employed approx. 20
c. Address (street, city, state, ZIP code) 13101 Preston Rd., Suite 212 Dallas, Texas 75240	d. Employer Representative Bruce Williams, Director of Support Services	e. Telephone No. 281-483-3717 Fax No.
f. Type of Establishment (factory, mine, wholesaler, etc.) Security Company	g. Identify principal product or service Security Services	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)		
<p>Since on or about (b) (6), (b) (7)(C) 2003, the above-named employer, by its officers, agents, and representatives has discriminated against (b) (6), (b) (7)(C) by terminating (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7)(C) protected concerted and Union activities.</p> <p>By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.</p>		
3. Full name of party filing charge (if labor organization, give full name, including local name and number)		
(b) (6), (b) (7)(C)		
4a. Address (street and number, city, state and ZIP code) (b) (6), (b) (7)(C)		4b. Telephone No. (b) (6), (b) (7)(C) Fax No. (b) (6), (b) (7)(C)
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization).		
6. DECLARATION		
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		
By <input checked="" type="checkbox"/> (b) (6), (b) (7)(C) Signature		Title An Individual
Address (b) (6), (b) (7)(C)		Phone No. (b) (6), (b) (7)(C)
Fax No. (b) (6), (b) (7)(C)		Date X 11-06-03

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT  
(U.S. CODE, TITLE 18, SECTION 1001)



Sec

FORM EXEMPT UNDER 44 U.S.C. 3512

FORM NLRB-501  
(1-89)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 16-CA-23238	Date Filed 11/17/2003

**INSTRUCTIONS:**

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practices occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer Lone Star Legal Aid	b. Number of Workers Employed 200 estimated	
c. Address (street, city, State, ZIP, Code) P.O. Box 631070 Nacogdoches, TX 75960	d. Employer Representative Paul Furth, Executive Director	e. Telephone No. (936) 560-1850 Fax No. (936) 560-5385
f. Type of Establishment (factory, mine, wholesaler, etc.) Law office	g. Identify Principal Product or Service Legal Services	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of Section 8(a), subsections (1) and (2) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		

**2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices.)**

Lone Star Legal Aid, formerly known as East Texas Legal Services, has violated the Act by discharging an employee for engaging in concerted action.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

**3. Full name of party filing charge (if labor organization, give full name, including local name and number)**

East Texas Legal Services Support Staff Union, a unit of National Organization of Legal Services Workers/UAW Local 2320

**4a. Address (street and number, city, State, and ZIP Code)**

P.O. Box 225711  
Dallas, TX 75222

**4b. Telephone No.**  
(972) 237-1895

**Fax No.**  
(972) 237-9953

**5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)**

Uniteds Automobile, Aerospace and Agricultural Implement Workers of America (UAW)

**6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By Chaine Rantz  
(Signature of representative of person making charge)

Regional Organizer

Fax No. (972) 237-9953

(972) 237-1895

(Title, if any)

November 14, 2003

Date

Address

P.O. Box 225711; Dallas, TX 75222

(Telephone No.)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE	
Case 16-CA-23278	Date Filed 12/08/03

IO/LMR

## INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer <b>Lauren Concrete</b>	b. Number of workers employed <b>approx. 45</b>	
c. Address (street, city, state, ZIP code) <b>4501 Shaw Lane, Austin, TX 78744</b>	d. Employer Representative <b>Michael Wallace, Manager</b>	e. Telephone No. <b>(512) 389-2113</b>
f. Type of Establishment (factory, mine, wholesaler, etc.) <b>factory</b>	g. Identify principal product or service <b>concrete mix</b>	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)		
<p>On or about (b) (6), (b) (7)(C) 2003, it, by its officers, agents and representatives, interfered with, restrained and coerced and is interfering with, restraining and coercing (b) (6), (b) (7)(C) in the exercise of (b) (6), (b) (7)(C) rights guaranteed in Section 7 of the Act by terminating (b) (6), (b) (7)(C) employment because (b) (6), (b) (7)(C) presented a petition signed by employees requesting a cost of living raise.</p> <p>By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.</p>		
3. Full name of party filing charge (if labor organization, give full name, including local name and number)		
(b) (6), (b) (7)(C)		
4a. Address (street and number, city, state and ZIP code)	4b. Telephone No.	
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	
	(b) (6), (b) (7)(C)	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization).		
6. DECLARATION		
(b) (6), (b) (7)(C) above charge and that the statements are true to the best of my knowledge and belief.		
By _____	Title an individual	
Signature of representative or person signing charge (b) (6), (b) (7)(C)	Telephone No.	Fax No.
Address (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	Date 12-04-03

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT  
(U.S. CODE, TITLE 18, SECTION 1001)



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

16-CA-23312

Date Filed

12/22/2003

## INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in Item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Wal-Mart		b. Number of workers employed 500+
c. Address (Street, city, state, and ZIP code) 150 West El Dorado BLVD. Friendswood TX 77546-		d. Employer Representative Brad Ulmer Store Manager
f. Type of Establishment (factory, mine, wholesaler, etc.) Retail Store		e. Telephone No. (281)480- 6134 Fax No. ( ) -
g. Identify principal product or service Grocery and department store sales		
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) and (4) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act.		

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Since on or about (b) (6), (b) (7)(C), 2003, the above named employer, by its officer, agents and representatives has discriminated against its employees (b) (6), (b) (7)(C) by terminating (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7)(C) activities on behalf of the United Food and Commercial Workers Union Local 408 and because (b) (6), (b) (7)(C) filed charges with the National Labor Relations Board.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

## 3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

## 4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Telephone No.  
(b) (6), (b) (7)(C)

Fax No.

( ) -

## 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

## 6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)

(signature or representative of person making charge)

Address (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)

(fax) ( ) - (b) (6), (b) (7)(C)

(Telephone No.) 12/19/03 (date)

FORM NLRB-501

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

FORM EXEMPT UNDER 44 U.S.C. 3512

**DO NOT WRITE IN THIS SPACE**

Case	Date Filed
16-CA-23322	12/29/03

**INSTRUCTIONS**

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer A.D. Willis Company, Inc.		b. Number of workers employed
c. Address (street, city, state, ZIP code) 4501 East St. Elmo Road Austin, TX 78744	d. Employer Representative Terry Willis	e. Telephone No. _____ Fax No. _____
f. Type of Establishment (factory, mine, wholesaler, etc.) Construction contractor	g. Identify principal product or service sheet metal installation and related tasks	

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) \_\_\_\_\_ of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the National Labor Relations Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

**SEE ATTACHMENT A**

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)  
Sheet Metal Workers Local Union 67

4a. Address (street and number, city, state and ZIP code) 130 Avenue Del Rey San Antonio, TX 78216	4b. Telephone No. 210-349-6584 Fax No. 210-349-6557
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5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization).  
International Association of Sheet Metal Workers, AFL-CIO**6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By <u>David Van Os</u> Signature of representative or person making charge David Van Os Address 1606 North Alamo Street San Antonio, TX 78215	Title Attorney  Telephone No. 210-225-1955 Fax No. 210-225-1966 Date Dec. 24, 2003
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**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT  
(U.S. CODE, TITLE 18, SECTION 1001)**



16-CA-23322

ATTACHMENT A

1. On or about (b) (6), (b) (7)(C) 2003, the above named employer interfered with and coerced employees (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) in the exercise of rights protected under Section 7 of the Act. More particularly, the employees/Charging Parties are plaintiffs in litigation against the employer in the United States District Court for the Western District of Texas, San Antonio Division, Cause No. SA-03-CA-0196OG, in which the Charging Parties are claiming that the employer did not pay the Charging Parties the full wages due for the performance of sheet metal work under governing prevailing wage standards. On or about (b) (6), (b) (7)(C) 2003, the employer, through counsel, propounded to the Charging Parties, through counsel, certain Interrogatories, Requests for Production, and Requests for Admission ("discovery requests"). The discovery requests seek information and documents regarding the Charging Parties' immigration and residency status in the United States. Under *Hoffman Plastic Compounds*, 169 LRRM 2769 (U.S. Sup. Ct. 2002), immigration or residency status is not relevant to a claim for unpaid wages for work actually performed. The employer's discovery requests are not reasonably based, are meritless, are wholly irrelevant, and are propounded wholly or partially for the purpose of intimidating, coercing, and retaliating against the Charging Parties for filing their lawsuit for unpaid wages, and thus retaliating against Charging Parties for engaging in protected concerted activity under the Act. The Charging Parties request that the Board seek to enjoin the employer from proceeding with these discovery requests, since the requests violate the Act, and it will not serve any purposes of the Act to await the conclusion of the lawsuit for the Board to act.

2. Within the period of six months prior to the filing of this charge, the above named employer interfered with, restrained, and coerced employees (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) by constructively discharging them for engaging in concerted activities protected by Section 7 of the Act, i.e., their participation in a lawsuit against the employer seeking payment of unpaid wages to which they believe themselves owed under prevailing wage standards.

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

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DO NOT WRITE IN THIS SPACE	
Case	Date Filed
16-CA-23331	12/31/03

IO/cmw

**INSTRUCTIONS**

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer	b. Number of workers employed
<b>UNITED STATES POSTAL SERVICE</b>	<b>150 approx</b>
c. Address (street, city, state, ZIP code)	d. Employer Representative
<b>One North Abe, San Angelo, TX 76902</b>	<b>Earnie Jones, Post Master</b>
e. Telephone No.	
	<b>325-659-7779</b>
f. Type of Establishment (factory, mine, wholesaler, etc.)	g. Identify principal product or service
<b>Postal facility</b>	<b>Mail and package delivery</b>
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (5) of the National Labor Relations Act and within the meaning of the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)	
Since on or about November 2003, and at all times thereafter, it, by its officers, agents, and representatives, has refused to bargain collectively with the APWU, a labor organization by refusing to supply requested information relevant to its performance as bargaining agent.	
By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number)	
<b>American Postal Workers Union, San Angelo Local</b>	
4a. Address (street and number, city, state and ZIP code)	4b. Telephone No.
<b>P. O. Box 3110, San Angelo, TX 76902-3110</b>	<b>325-374-0395</b>
	Fax No.
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization.)	
<b>American Postal Workers Union</b>	
6. DECLARATION	
that the statements are true to the best of my knowledge and belief.	
(b) (6), (b) (7)(C)	
By _____	Title (b) (6), (b) (7)(C)
Signature of representative of person signing charge	(b) (6), (b) (7)(C)
Address	Telephone No. Fax No. Date 12/29/03
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT  
(U.S. CODE, TITLE 18, SECTION 1001)